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Free Speech

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Career Face Lift

— Barbara Bessey, DLI

Some people thrive on new adventures and love change. But, others find change to be traumatizing. Are you up for a career change in 2008? Why not just tweak your present career to best suit your needs.

Strategy #1: Leverage your background. Leverage your prior work experience so that it is strategically aligned with anticipated changes. What you do now affects your future position.

Strategy #2: Take baby steps. Plans for big successes often result in big failures. Chop up the path to reaching your goal into small, palatable steps. Simplify your process and your self-esteem will zoom as you accomplish each step.

Strategy #3: Research your goals. Understand what you're doing and where you're headed along with the consequences and impact it will have on your career and personal life. Change can be frightening, so keep the road positive. Experiencing anxiety

does not mean you made the wrong decision. Keep the transition simple and don't compound any problems. For example, if you are considering switching jobs, don't quit your current position until you've found another.

Strategy #4: Put structure into your plan. Identify what works. Practice, practice, practice; talk talk, talk. Get a flexible plan on paper with a checklist. Find someone you trust to talk to. They may have fresh input and certainly will have another point of view. Choose wisely, though. Any Negative Nancys can kill the best formulated plans. Anticipate and prepare for problems and understand the possible outcome.

Strategy #5: Go slowly. Impulsivity lacks deliberateness and could cause setbacks. Create a bridge to your career change. What does that bridge look like? It could be holding on to your current situation: it could mean a hiatus; a back-to-school break or

more. That's not to say, however, if you are miserable now, you need to stay miserable. You may wish to consider a transition job while you are implementing your strategy.

Strategy #6: Create your new world. As you reach your goal, your new world is about to begin. But it can't happen by itself. You have to work at it. Changes may include, how you work (time is more structured), when you work (different hours), where you work (do you need a different kind of space), and with whom you work (you get to choose).

Career changing, while risky, can be fun, exhilarating, stimulating, and overwhelming all at the same time. The most profound thing: discover and lead a truly authentic life by bringing the best of who you are to whatever you choose to do.

[Source: In Search of the Rest of Your Career, by Chere B. Estrin]

New Year's Resolutions

How many people make New Year's Resolutions and break them by the end of January? A lot. Often times it is probably such a huge lifestyle change that it can not be kept easily. Experts recommend that resolutions be simple and manageable. One might even make plans to check in with ourselves at short regular intervals in

order to succeed.

As simple as it might be, make a resolution to say "good morning" or "good afternoon" to a stranger each day; smile to a passerby; donate to the poor more often; send a card or letter to a family member or friend when it isn't a holiday — "just because"; or consciously set a different personal goal each week

or month and attain it.

We all know how it feels to succeed. It is powerful. It keeps our hearts and minds feeling happy and faithful. No one is perfect and we all have our shortcomings. But, that makes us human to ourselves and others. Think small and reap big rewards for your accomplishments.

Happy New Year!!



What's your New Year's Resolution?

February is “Go Red” Month

Women are working hard to change the perception that heart disease is a “man’s disease.”

Women are learning how to talk to their doctors about heart disease. The good news is that heart disease is often preventable. The goal is nothing less than a 25% reduction in coronary heart disease and stroke risk by the year 2010. Women are experiencing heart related incidents as young as 35 years old and younger. You should make it your goal to know your cholesterol and triglyceride numbers as well as you

know your 401(K) balance and shoe size. Instead of counting wrinkles, keep an eye on your calorie count and eat from each of the six food groups as recommended by the USDA and the American Heart Association.

From jogging with your friends, to swapping healthy recipes, to keeping up with loved ones and learning your family history, your heart health depends on a life-long commitment. As always, the first way for you, as a woman, is to take good care of yourself every day.

Because when you do, your life can be as beautiful as you are yourself.

Marie Osmond has said it best, “. . . join with me in making lifestyle changes that have positive impact on our heart health.

I believe that when women share our stories of health choices, struggles, and success, we ultimately strengthen our families and communities by living longer, stronger, healthier lives.”

For more information visit:
www.goreadforwomen.org and the American Heart Association.



Helena’s Awareness Event, Tuesday, Feb. 5 from 8-9 am (breakfast at 7:30 am) at the Old Supreme Court Chambers, in the Capitol

Women in the News —

There are many success stories and many very sad stories about women in the news. Carry Underwood has been taking America by storm with her hits on country and pop charts. Hillary Clinton is running for President this year. Brittney Spears and Lindsay Lohan have many personal problems to work through — “drama, drama, drama”. America lost Anna Nicole Smith, Tammy Faye Messner and Deborah Kerr in 2007.

Montana has many success and sad

stories also. Nancy Peterson, Director of Dept. of Agriculture, lost her battle with cancer; an elderly woman in Cascade County passed away due to West Nile virus; Rita McDonald of Lame Deer was awarded the 2007 Bette Bohlinger Leadership Award for her contributions to cancer control efforts; Montana author, Kat Martin of Missoula wrote two more novels in 2007 — *The Summit* and *Heart of Honor*; Linda Carlson of the Governor’s Office of Community Service was appointed this year as an advisory

committee member of the Women’s Foundation of Montana; and Jennifer Perez Cole was recently appointed by the Governor as Indian Affairs Coordinator in November, 2007.

It doesn’t matter if we are purported to be famous or ordinary, we all have hopes and dreams that need to be fulfilled in order to feel prosperous. Prosperity doesn’t mean rich in money but rich of being oneself and living a life worth living.

Some people may begin living a dream and then its taken away. If we are fortunate to “come upon the same dream twice . . . sometimes you gotta put your plain faith on what you can’t see; sometimes you just have to believe in what you wish; and put your hopes somewhere its safe . . .” film, *Last of the Dogmen*.

“Rock & Roll” Mania

ICCW put together a bowling team to participate in the Big Brothers Big Sister Bowl-a-thon — “Rock-n-Roll” that was held on January 26 & 27, 2008. Melody Scoble was the team captain and an accomplished bowler with the highest scores. Other team members were Monica Abbott, Erin Ricci, Pam Spore and Barbara Bessey. Linda Davies attended to take photos and cheer. Fun was had by all. There were many “high fives” for strikes. Erin

brought her daughter, Olivia, who cheered the team on with gracious glee. Pam had a really “weird” turn in that as her ball traveled down the alley, the bar came down and sent it back up the alley to her. It was a first that this team had ever seen. Barbara had only bowled with “big” balls once before, and was fortunate to have some beginner’s luck obtaining two strikes. Monica won a raffle of \$35.00 and graciously gave it back to BBBS. Each member

obtained pledges of \$100 to \$200, which was enough to get a free t-shirt. All and all, the BBBS program was able to raise \$80,000 between corporate sponsors and individual pledges. ICCW was one of at least two teams put together by state employees. It is a community event that is worth supporting and participating in! “Bowl on!”





ICCW's Web Site is
Receiving a "Face Lift"
... So Stay Tuned

ICCW's Web Site Will Have an "Eye Catching" Look!

ICCW Across the State/Training & Mentoring Subcommittee is assisting the Vice-Chair with providing more information to all state agencies across the state. Last year there were requests from state employees outside of Helena to be included in the Brown Bag Lunch presentations. With limited time to organize such a request, we borrowed a digital movie camera to film the session. That DVD is available through ICCW's training materials. Training materials from ICCW's library can be mailed to any state employee that is not in

Helena and we encourage you to organize and share during your own Brown Bag Lunch.

Members are researching the availability of links to web sites that offer free training sessions right from your desktop.

Members are also researching the availability of providing telephonic conferencing of state employees from outside of Helena that would like to be a member of ICCW enabling them to attend the general meetings.

It was brought to our attention

this year, that many state employees, especially outside of Helena, had never heard of ICCW.

ICCW has been in existence for 30 years. ICCW's web site will have a newer and fresher look to assist state employees with quicker access to information. It is our hope that our web site can start "bridging the gap" and reach state employees outside of Helena providing access and services to those that would like to be involved. It is our hope that the improved web site will be available by the end of January, 2008.

Upcoming Events

Various subcommittees are just beginning to work on the 2007—2008 projects.

The Big Brothers and Big Sisters organization has scheduled their annual Wine Crush for March 15, 2008 at the Helena Civic Center. The Wine Crush is a wine tasting event to raise money for the services BBBS provides to the Helena community.

The Events Subcommittee is organizing a 2009 Candidate Forum to be held on May 6, 2008 at the Staggering Ox from 6:00 PM to

9:00 PM prior to Montana's primary election in June. In the past ICCW has sponsored such an event and felt that it was very informative for all who attended. It allows state employees and the general public to meet the candidates "up close and personal". The candidates, depending on the number that will be in attendance, will be able to give a brief synopsis of their positions and then answer questions. Refreshments will be served.

The Work-Life Balance Subcommittee is working on several

projects. Women's Health Fair is scheduled for May 14, 2008 in the Capitol Rotunda. ICCW participated last year, and it is the hope of WLB to once again participate. WLB is also involved in the Race for the Cure event in 2008.

The Excellence in Leadership Awards ceremony is scheduled for May 21, 2008 at the Capitol in Room 317. Lt. Governor Bohlinger will be presenting the awards. Stay tuned for more details.

Stay tuned for additional information regarding ICCW events.

Training Resources

Did you make any New Years' Resolutions? How about taking a look at these training materials:

A New Attitude: Achieve Personal & Professional Success by Keeping a Positive Mental Outlook — You can survive at your job or you can thrive on it. The difference boils

down to one word: attitude. Let go of yesterday's problems and be more successful today! Learn techniques to help you welcome change; actions that boost your self-image; and approaches that fire up your performance.

Self-Empowerment for Women — Do you have personal power? Do you feel good about who you are and the decisions you

make? Self-empowerment is a critical part of your self-fulfillment and growth. Self-empowerment puts YOU in control of the situations in your life. You can start your journey to self-empowerment today.

<http://www.mdt.mt.gov/iccw/training>



Once you replace
negative thoughts with
positive ones, you'll
start having positive
results.

— Willie Nelson

ICCW

INTERAGENCY COMMITTEE FOR CHANGE BY WOMEN

ICCW
PO Box 200801
Helena, MT
59602-0801
Phone: 406-444-1520
Fax: 406-444-1394
E-mail: mabbott@mt.gov

Creating positive change for all state employees by promoting the full participation of women in state government.

Visit ICCW on the web
www.mdt.mt.gov/iccw/

Meeting Schedule for 2007-2008 1:30 PM to 3:00 PM

And Other Events

February 21, 2008	Commerce, Room 24
March 15, 2008	BBBS Wine Crush
March 20, 2008	Mitchell, Room 136
April 17, 2008	Walt Sullivan, Room 104
May 14, 2008	Women's Health Fair, Capitol Rotunda
May 21, 2008	ELA, Capitol, Room 317
June 19, 2008	DEQ, Room 112

General Meetings will occur for the first 30 minutes of business. Subcommittee meetings will occur for the remaining 1 hour. Please make plans to attend the 1 1/2 hour session.

Send stories or leads to
bbessey@mt.gov

The Color Pink

The color pink is made when mixing red and white together. The color pink has since the 1940's been associated with the sexuality of girls. Pink is the color of the Breast Cancer Awareness ribbon. How about the legendary band, Pink Floyd, who celebrated its 40th anniversary with a release of "Oh By the Way" on December 11, 2007. Do you remember "Pink Cadillac" by Bruce Springsteen? Have you ever had a Little Pink Lady Martini? I bet you didn't know that Pink Martini is a twelve member "little orchestra" that was founded in Portland, Oregon. P!nk, 26, is a pop/punk rocker sensation. And, Pink's famous hot dogs, a Hollywood legend since 1939.

However, in my research of "pink", I found an excellent magazine called "Pink". It also is internet based at

www.pinkmagazine.com. It features many resources on women's issues. You need to check it out.

Closer to home, Paint the town Pink 2008 is underway. The charity event raises money for the Florence Crittenton Home, a 100 year old Helena based non-profit. FCH is "changing the future . . . two lives at a time". ICCW, in 2007, began providing mentoring sessions for the young ladies in the Pathways program.

The theme is *Salute to Florence*.

The fundraiser this year is scheduled for Saturday, February 2, 2008 at the Helena Civic Center Ballroom. The doors open at 5 pm for hors d'oeuvres, wine tasting and



auction preview, fine Italian dinner, Tuscan scenery, and live music.

To reserve your place, at this year's Paint the Town Pink, contact the reservation hotline at 949-5020. You may also purchase Raffle tickets to win a trip for two to the Venetian Hotel in Las Vegas, 3 nights/4 days, April 25—28, 2008, worth \$3,300.

Businesses that are offering January promotions are: Silver Star Steak Co., Gt. Northern Carousel & Ice Cream Co., On Broadway Restaurant, Pure Hair, Riley's Irish Pub, Staggering Ox, Taco Del Sol, and the United States Seamless Siding.

To volunteer your time for this event, please call Chelsea Fagan at 431-4493; or donate auction item call Connie McLaughlin at 431-4874. Donations also can be made online at www.florencecrittenton.org.